



## **Civilian Police Advisory Commission DRAFT Minutes**

**Date:** Wednesday, May 22, 2024

**Time:** 6 pm

**Location:** Hybrid Participation-Arlington Community Center and Zoom

Present: Melissa Jacobo (MJ), Sanjay Newton (SN), Kathy Rogers (KR), Susan Ryan-Vollmar (SRV), Erica Richmond (ER), and Kari Sasportas (KS).

Absent: Zach Dumay (ZD), Jen Hernandez (JH), and Kari Sasportas (KS)

Town liaisons: Colleen Leger and Teresa Marzilli

Meeting called to order at 6:04 pm.

1. Remote Participation Statement and Guidelines - presented by SRV
2. Land Acknowledgement - presented by SRV
3. Review and approval of April 2024 Minutes
  - a. SN moved to approve the minutes, seconded by SRV.
  - b. Motion to approve passed unanimously
4. Presentation by Brian Corr, Executive Director of Cambridge Police Review and Advisory Board and past president of the National Association for Civilian Oversight of Law Enforcement
  - a. Mr. Corr shared knowledge about civilian-police commission work from his experiences in Cambridge and as a consultant to many municipalities across the country.
  - b. He named a growing trend in police accountability since 2020, some challenges and successes of these efforts.
  - c. In the United States there are 180,000 law enforcement agencies and 250 police oversight organizations.
  - d. There are three models of these oversight agencies:
    - i. Reviewing what has happened
    - ii. Investigating what is happening

- iii. Conducting audits of data
  - e. Arlington's specific charge in our bylaws
    - i. Building community, helping people navigate the complaint process, and collecting data
    - ii. Mr. Corr suggested the following rubric for policy review:
      - 1. Get community feedback on a policy
      - 2. Make public and transparent how police approach certain things, for example, "use of force" or "youth" calls or "mental health" response
      - 3. Examine how complaints are handled
      - 4. Look at current training materials for APD to better understand their current baseline.
  - f. Creating change in historically entrenched systems is hard. Mr. Corr advised the following:
    - i. Start with curiosity
    - ii. Build relationships with those who feel unheard
    - iii. Build relationships with law enforcement
    - iv. Humanize folks within this work
    - v. Be able to hold multiple points of view
- 5. Other business
  - a. SRV presented CPAC's response to a community member's complaint about a Blue Lives Matter social media post published on Arlington Police Department social media channels
    - i. Community member emailed SRV
    - ii. In response to the communication, SRV confirmed with Chief Flaherty that the town of Arlington, since 2020, has not used Blue Lives Matter imagery. Chief Flaherty explained that APD has a new person managing communication and the imagery was used in error. All of the posts were removed with 24 hours of Chief Flaherty's being alerted of the posts
    - iii. SRV alerted Select Board Chair, and Co-Chairs of all DEI Commissions about the post in case they also heard from community members to let them know that the post had been removed.
    - iv. Town Manager emailed SRV to let her know of the town's on-going commitment to not using Blue Lives Matter imagery in town communications
- 6. Updates from each Working Group
  - a. Infrastructure and Information and Administration
    - i. Will be meeting the 3rd Monday of each month.
    - ii. Discussion of Blue Lives Matter social media post raised the need to potentially revisit earlier decision by CPAC to not to have a communications working group at this time
  - b. Commissioner Training and Development

- i. Deputy Town Counsel will provide training in Open Meeting Law in June.
  - ii. In July or August we will do a 3 hour training at APD
- c. Data Collection and Reporting (Policy Group)
  - i. Looking at how POST policy impacts available data
- d. Community Reporting
  - i. Kathy met with Jillian Harvey and learned of three incidents that Jill helped community members navigate in the last three years
- 7. Public Comment
  - a. None
- 8. Adjourn
  - a. Meeting adjourned at 7:38pm, Erica made the motion, Kathy second

Anyone needing accessibility information or other assistance in order to attend this meeting should contact [dei@town.arlington.ma.us](mailto:dei@town.arlington.ma.us). This meeting is open to all interested individuals